

AUG 9 1920

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THE CANADIAN RAILROADER

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FULL TEXT OF UNANIMOUS REPORT OF
TRAMWAYS BOARD OF
CONCILIATION

INTERNATIONAL LABOR OFFICE TO
MAKE IMPORTANT SURVEY

OFFICIAL ORGAN,
FIFTH SUNDAY
MEETING ASSOCIATION
OF CANADA

MONTREAL, August 7th, 1920

Vol. 2, No. 32

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Unanimous Report From Board Of Conciliation In Tramways Dispute

Commissioners Recommend Wage Increases Totalling About Million Dollars A Year; 3,500 Men Get Advance From \$21 to \$30 a Month.

A N unanimous report has been made by the Board of Conciliation appointed by the Federal Department of Labor in connection with the dispute between the Montreal Tramways Company and its 3,500 employees. The commissioners were:—Judge Archambault, President; Mr. E. W. Villeneuve, representing the company; Mr. J. A. Woodward (President of the Fifth Sunday Meeting Association, of which the Railroader is official organ), representing the employees. The commissioners recommend increases of wages which will add from \$21 to \$30 a month to the individual pay envelopes, and collectively represent an increase of expenditure by the company of about a million dollars a year. It is probable that the unanimous report will be the means of averting a strike. The complete text of the report follows:—

THE INDUSTRIAL

DISPUTES ACT, 1907.

In the matter of:—

An inquiry concerning a difference between Division 790 of the Amalgamated Association of Electric Tramways' Employees of America and the Montreal Tramways' Company relative to an application for an increase in the rate of wages

and for improved conditions of work on the part of said employees.

The Board of Conciliation and Inquiry appointed by the Government of the Dominion of Canada in this matter is composed of:

The Hon. Judge J. B. Archambault, President;

Mr. E. W. Villeneuve, representing the Company;

Mr. J. A. Woodward, representing the Employees.

Montreal, August 3rd, 1920.

To the Honorable G. D. Robertson,
Minister of Labor,
Ottawa, Ont.—

The undersigned J. B. Archambault, president of the Board, E. W. Villeneuve, representing the company, and J. A. Woodward, representing the employees, have the honor to report as follows:—

PREAMBLE :— The problem we are herein called upon to solve is rendered infinitely more difficult by the unprecedented social and economic conditions with which we have had to contend for a number of years.

On one side, the employees of the Tramways' Company submit that their wages ought to be proportionate to the cost of living, to the difficulties and hard and trying nature of their work, to the experience, skill and knowledge demanded by that work, without taking into account either the resources of the company or the revenue produced by its enterprise. On the other hand, the company pretends that the wages actually paid have reached the limit that the enterprise will sustain in the conditions in which it is actually operated, and that an increase of wages would inevitably bring about an increase in the cost of transportation.

There is also a third party interested in this matter equally as much as the other two, and whose interests must likewise be taken into account: we refer to the public.

It is a very delicate and difficult mission to hold the balance between these three contending parties and to assign to each its proper share of the burdens and advantages. We cannot hope to find a solution which can be accepted by all as satisfactory, but we shall be happy if we are able to offer a "modus vivendi" sufficiently tolerable to enable the tramways' enterprise in Montreal to pass through the present crisis in peace and harmony.

Before entering into an analysis of the facts which have been established before us, we consider that it is necessary to lay down the general principles which we intend shall guide us.

In the first place, we do not hesitate to recognize that the workman, the employee, the general laborer each has a right to be paid a wage sufficient to enable himself and his family to live. And live how? for there are many ways of living, many degrees in the scale, from the extravagant luxury of the millionaire to the condition of extreme misery suffered by the poor. The workman has a right to receive in return for a fair day's work wages which will enable him to preserve his health, assure for his children the natural development of their physical forces, their intellectual faculties and their moral sense, and procure for all a degree of comfort and sane recreation that will put a little joy into their lives and make a man who is wise and reasonable appreciate existence as a benefit and not consider it a burden.



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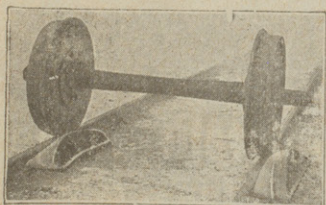
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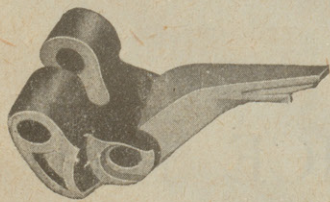
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That is the abstract right of every workman, a right which every sociologist acknowledges belongs to him; he has a right to aspire and lay claim to it; it is what an ideal society should procure for him. That right belongs to all workers as well as to Tramway employees. But, we must not forget, we are not here to find a solution for the great social question which at the present time agitates and stirs the world, we are called upon to arbitrate a difference between a public utility company and its employees, within the limits of the powers that have been conferred upon us. We are dealing with a concrete, specific, local case, surrounded with its own circumstances and contingencies. We are bound to take into account those circumstances. If ideal solutions should be aimed at, never should we lose contact with the practical and real.

It is impossible to consider only the rights of the employees. We must also consider the rights of the company and, above all, those of the public; and if the enterprise, in the present state of things, cannot give to each of the three parties interested everything that they could legitimately expect from it, namely, to the public, a service within range of its means, to the employees, wage-measure of comfort, and to the company, a revenue which will maintain the enterprise on a paying basis, it seems to us that each should sacrifice something in order to prevent strike,

failure and disorder, which would be the worst of all. It is the eternal law of compromise which is enjoined.

The Tramways undertaking has got to be maintained, and each of the interested parties ought to contribute its proportionate and equitable share of sacrifice towards that end.

It is with that object in view that we will now proceed to study the facts and arguments which have been submitted to us.

We will first consider the argument based on the trying nature of the work and the skill and knowledge it requires.

NATURE OF THE WORK. — It has not been shown, and it cannot be conceived, that the work of the conductors and motormen is more trying than that of other workmen engaged in outside occupations; on the contrary, it may be said that they are better protected against the rigors of the weather. However, we have to admit that they suffer to a certain degree from the inclemency of our climate, especially in winter time.

SKILL AND KNOWLEDGE. — While their work does not call for a long apprenticeship, and the knowledge required is not very extensive, that occupation requires intelligence, education, tact, and knowledge of the French and English languages, and good judgment. Nobody will deny that that should be taken into account, as well as the relative hardship of their work.

COST OF LIVING AND SUFFICIENCY OF WAGE. — These two questions are closely connected and must be examined together. Who can tell us just what it costs to live? We have studied what was submitted to us by the employees as a family budget; we have examined numerous statistics, and we confess that we have not been able to set down a figure about which we would be satisfied to say: "Here is what represents the cost of living." It seems to us that no speculative budget can cover all the contingencies of existence, and, on the other hand, domestic economy finds means to practice in all speculative budgets substantial retrenchments.

The cost of living that we have in view seems to us to be more approximately represented by the sum which people of the middle class living economically manage to live with. In our opinion, that ought to exclude luxury of every

kind, but include comfort not far from the minimum and provide for sane recreation. Of course, the worker legitimately aspires to greater comfort; at the same time he ought to make some sacrifice in the exceptional conditions under which we all, with few exceptions, are living at the present time.

Conductors and motormen's present wages compare favorably with those of salaried people of the same social rank in Montreal, and who accomplish a task at least as trying and requiring equal skill and knowledge. In particular, they are better paid than policemen and firemen, and a large number of civic and civil employees. The graphic table which accompanies this report as Appendix "A" makes this very plain.

The evidence has shown that conductors and motormen have benefited by the following increases in salary since 1918:—

Classes	Cents per hour since			Increase
	May 1918	June 30, 1918	July 1919	
First year	25	31	37	48%
Second year	25	31	40	60%
Third year	26	33	44	70%..
Fourth year	26	33	48	85%
Fifth year	26	35	48	85%
After 5 years	29	37	48	65%

This increase covers the advance in the cost of living during the same period.

It is only fair to the public that due account should be taken of the fact that that increase in salaries

has carried with it an advance in the car fares of which it feels the heavy burden.

Under present working conditions, the conductors and motormen earn a monthly wage which varies from
(Continued on next page.)

WAITING FOR THE DOCTOR

When a man lies sick, waiting for the Doctor, he usually does some serious thinking.

One of the things he is likely to think about on such occasions is life assurance. He is more apt to realize then just what life assurance means for his family.

But he can't get life assurance at such a time. He must get it when he is well.

If you are well to-day, take a policy while you can. Tomorrow you may be waiting for the Doctor.

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H. C. PERRY, 107 Botsford St., Moncton, N.B.	
T. B. & H. B. ROBINSON, St. John, N. B.	

\$90 to \$200, averaging \$128.74 per month. To this must be added the value of the uniform and the right of travelling on the tramways free. However, it must not be forgotten that since the last increase in salaries, namely, on June 1, 1919, the cost of living has considerably increased and as a consequence they have had to submit to a diminution of comfort. For that reason, we consider that their demand today ought to be granted in the measure at least as the company's receipts will permit.

The operation of the system of the company has, by a long-term contract, under the authority of the Legislature of Quebec, been placed under the control of the Tramways Commission of Montreal. This commission is vested with power to determine the cost of transportation of passengers and freight, which are the sole revenues of the company. It is obliged to provide, out of the receipts, for the payment of certain fixed charges necessary to the maintenance of the enterprise, amongst others six per cent on the value of the material required for the operation of the system. The payment of these charges is an obligation which cannot be escaped. These charges naturally vary little. It is different with the cost of operation, which is composed of salaries and cost of material, and which necessitates an increase in the cost of transportation in proportion as those costs advance.

After a study of the budget and

the information obtained from the Tramways Commissioners, after discussing with the commissioners the financial situation, we have come to the conclusion that an increase in wages exceeding that which is found in our conclusions, would result in a substantial increase in the cost of transportation. To such an increase there is the very obstacle, already indicated, that the burden would fall on all workers of all classes.

There is still more. We are of opinion that any substantial increase in street car fares would be inefficient in producing any increase in the total receipts. It appears to us that the Tramways Company has with its present rate of fares attained, pretty near, the maximum of its possible revenue. The Company makes a profit on short hauls, but loses money on long journeys. This is due to the fact that the tariff is uniform within a very extended area; but that uniformity is a condition of operation that cannot be changed.

Now, a new substantial increase in the tariff would surely produce a decrease in the number of trips; and, naturally, this decrease would be in the short trips, out of which the Company makes its profits. That is what happened in the last increase in fares. The diminution in the number of trips then brought about still persists.

We ask the conductors and motormen to bear well in mind that this decrease would be all to their disadvantage, because it would result in a corresponding decrease in the number of cars necessary to carry on the service and would deprive of their employment, totally or partially, a certain number of them.

CONDITIONS OF WORK. — In addition to an increase of wages, the employees demand an eight-hour working day, with fifty per cent additional pay for overtime.

Whatever we may think of the legitimacy of that demand, the principle of which has been recognized by certain tramways companies, the difficult period which we are passing does not make it opportune to make this change. It has been shown that it would bring about all kinds of inconveniences. We can say, to the credit of the employees, that they did not appear disposed to insist upon an immediate reduction in the number of working hours. In fact, the majority of them voluntarily work ten, eleven and twelve hours a day, and often seven days per week.

It should be observed, however, that they are paid for more hours than they actually work. This results from a tacit understanding—fully appreciated by them—which applies in two cases:

1. The interval between the time the employee leaves one car and takes over another is credited to the employee, such credit not to exceed forty minutes.

2. To those serving on supplementary cars, called "extras" and "trippers", every fraction of an hour is counted as a full hour.

In this way it is seen that some men's names appear on the list of pay for 12, 13 and 14 hours, when in fact they have worked 10, 11 and 12 hours. So that their real pay is not 46 cents, but 50, 52, and up to 55 cents per hour. One will be able to appreciate to what extent they benefit by that way of counting the hours of work, tacitly accepted, by the following compilation made for four days, March 29, 30 and 31 and April 1, which were days of normal operation:

Montreal Tramways Company
"Statement showing the actual time worked and supplementary time allowed to conductors and mo-

37	686	100	.786	.424
40	3,090	369	3.459	.448
44	1,628	222	1.850	.500
48	28,632	4,318	32 950	.552
Totals	34,036	5,009	39,045	.538

tormen for March 29, 30 and 31 and April 1, 1920:
Total number of men at work 1,907
Number of men receiving additional allowance 1,134
Proportion 59%
The total time paid for during the four days was 69,127 hours.
The total time paid to the 1,134 men receiving an additional allowance was 39,045 hours, being 56% of 69,127 hours.
The 39,045 hours represent 34,036 hours of actual work and 5,009 additional hours, or 13%.
Time of 1,134 conductors and motormen receiving an additional allowance:



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For one day April 1,
1,252 hrs. 588.73
For 365 days or one
year 457,071 hrs. . . \$214,886.45

CONDITIONS OF WORK:—The employees do not only ask for an increase in their salaries, but also for changes in their conditions of work. In the course of the discussion an understanding was reached between the company and the employees relative to a certain number of these changes. As to the others, the employees simply submitted them to us, without giving any reasons why they should be made. In favor of the existing conditions there is the test they have gone through, and nothing would justify us in modifying them beyond the understanding which has intervened between the parties.

CONCLUSIONS:— Before setting down the figures which we have decided upon, we wish to state that we have, to the best of our ability, analyzed the evidence and weighed with care all the arguments submitted, with a desire to give to the employees the greatest possible measure of advantage compatible with the intangible rights of the public and the resources of the tramways' enterprise.

For the above stated reasons, we recommend that the following scale of wages shall be adopted, with retroactive effect to the First of July last:—

For Conductors and Motormen

First year 45 cents per hour instead of 37 cents.

Second year 50 cents per hour instead of 40 cents.

After the second year 55 cents per hour instead of 44 and 48 cents.

Under the existing scale of pay and conditions of work:

3½% of the conductors and motormen earn 37 cents per hour;

11 2-5% earn 40 cents.

7 4-5% earn 44 cents.

70 3-10% earn 48 cents.

Under the proposed scale:

3 5-10% will earn 45 cents.

11 4-10% will earn 50 cents.

85 1-10% will earn 55 cents.

With regard to the other employees we recommend the following wages, which will represent a substantial increase for all of them:

Car Service Department**Inspectors and Instructors.**

Pass. Inspectors or Instructors 1st year \$160.00

Pass. Inspectors or Instructors 2nd year 175.00

Freight Inspectors (2) . . . 175.00

Travelling Freight Inspectors. 150.00

All other conditions to remain as under agreement.

Depot Clerks:—

Day Clerks 175.00

Night Clerks 1st year . . . 160.00

Night Clerks 2nd year . . . 170.00

Freight Clerks 145.00

Janitors — Depots 55.00

All other conditions to remain as under 1919 Agreements.

Signalmen — Same as Conductors and Motormen.

Stable Foreman 125.

Stable Grooms 30 — 35c

Chauffeur 120.

Hillmen 35c

Power Department

Proposed rate
hour.

Steam Engineer in charge . . 65c

Assistant Engineer 52c

Boiler Room Foreman 52c

Boiler Room Helpers 40c

Coal Weighers 40c

Mechanics 55c

Boiler repair men 50c

Oilers 47½c

Firemen 50c

Sweepers 35c

Chief Operator, Hochelaga . 65c

Switchboard Operator— 1st

year class 61c

Switchboard Operator— 2nd

class 59c

Switchboard Operator—Sub.

Stations 55c

Dynamo Tenders 50c

Foreman Electricians 60c

Electricians 55c

Electrician Helpers 50c

Sweepers 35c

Overhead Line.

Sub-Foremen 60c

Linemen 55c

Groundmen 52c

Chauffeurs 50c

Motormen Motormen's rate

Remarks

Hours of duty and allowance for overtime to remain as under Agreement of May 28th, 1919.

Construction Department

Proposed rate.

General Roadmaster \$225.00

Roadmaster 195.00

Permanent gang foreman . . 60

Assistant Foreman 54

Permanent Suburban Track

Foreman 52

Permanent Checkers 50

Temporary Checkers 44

Trackmen (1st and 2nd

Class) 42 — 47

Construction Watchmen 23½ (12 hrs)

Carters Prevailing rate

Messengers 16

Permanent Clerks 50

Emergency Men (12 hrs. —

Côté St.) 35

Inspector — Pavement . . . 50

Inspector — Excavations . . 47

Inspector — Switches 47

Switchmen	35	Bricklayers	60
Electric Welders	Motormen's rate	Plumbers	60
Grinders	42	Painters	55
Asst. Foreman Bonders	55	Helpers	42
Blacksmiths	60	Foreman Construction Shops	175.00
Machinists	60	Checker in charge	135.00
Helpers	42	Chauffeurs	120.00
Bonders	50	Inspectors, Int. Plants Day	125.00
Carpenters	60	Inspectors, Int. Plants Nights	95.00

(Continued on next page.)

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OPEN EVENINGS

Foreman Electric Welder	165.00
Foreman Bonders	165.00
Foreman Carpenter	180.00

Remarks.

Hours of duty and allowance for overtime to remain as under Agreement of May 28th, 1919.

	Per month
Foreman Bricklayer	175.00
Foreman Painter	140.00
Foreman Plumber	160.00
Foreman Watchman	31c hour.
Laborers	Prevailing rate

Remarks

Hours of duty and allowances for overtime to remain as under Agreement of May 28th, 1919.

Store Department Constructions

	Proposed rate	Per month
Foreman in the Yard	\$.115.00	
Assistant Foreman in Yard	52c hour	
Freight Handlers	Laborers' rate	

Remarks

Hours of duty and allowance for overtime to remain as per Agreement dated May 28th, 1919.

Rolling Stock Department**Youville Shops****Carpenter, Paint, and Miscellaneous**

	Proposed rate
Carpenter — 1st Class	.54 — .60
Carpenter — 2nd Class	.46 — .52
Machine men	.50 — .60
Upholsterers	.50 — .60
Pattern Makers	.55 — .65
Letterers	.55 — .65
Painters, 1st Class	.54 — .60
Painters, 2nd Class	.46 — .52
Car Wash. Inspectors	.45
Car Scrubbers	.40
Paint burners	.45
Painter Apprentice	.45 — .44
Shop Cleaners	.35
Firemen	.42 — .46

Machine Shop.

Machinist, 1st Class	.60 — .70
Machinist, 2nd Class	.50 — .58
Machine Operators	.42 — .48
Fitters	.50 — .55
Benchmen	.42 — .48
Laborers (over 20 years)	.40
Laborers (under 20 years)	.34
Millwright	.50 — .60
Tinsmith	.50 — .60
Welders	.50 — .60
Welders Apprentice	.40 — .48
Tool Maker	.60 — .70
Brass Finishers	.50 — .60
Blacksmith	.50 — .60
Blacksmith Helpers	.42 — .48

Remarks

Conditions regarding hours of work, allowance for overtime, and allowance for Sundays and Holidays to remain as under Agreement of May 28th, 1919.

Rolling Stock Department

(continued).

	Proposed rate
Armature Winders	.50—.65
Field Makers	.40—.55
Commutator Builders	.50—.60
Heater Repairers	.42—.48
Electricians	.50—.60
Electrical and Machine Repair Men	.42—.48
Apprentices (over 20 years)	.34—.40
Apprentices (under 20 "	.20—.32
Equipment Repairer	.50—.60
Air Brake Men	.42—.55
Steam Fitters	.50—.55
Pipe Fitters	.42—.48
Plumbers	.55—.60
Toolsmiths	.50—.60
Assistant Foremen Overhauling Department	.60

Remarks

Conditions regarding hours of work, allowance for overtime and allowance for Sundays and Holidays to remain as under May 28th 1919 Agreement.

Rolling Stock Department

(continued)

Car Barns

	Proposed rate	per hour.
Chief Inspector	.50—.55	
Truck Inspector	.42—.52	
Brake Inspector	.42—.52	
Motor Inspector	.42—.52	
Electrical Inspector	.42—.52	
Fender and Sand Boxes	.42—.52	
Emergency Men	.42—.52	
Pitmen	.42—.52	
Carpenters	.42—.52	
Helpers	.35—.40	
Laborers	.35	
Benchmen	.40—.50	
Car Starters	Motormen's rate	
Car Cleaners	.35	
Shop Cleaners	.35	
Car Cleaners Inspectors	.40	
Firemen	.40	
Car Starter Helpers	.45	

Remarks

Hours of duty and allowances for overtime and Sunday work to remain as per Agreement of May 28th 1919.

Cashier's Department

	Proposed rate
Night Cashiers Depot	\$.115.00
Day Cashiers	\$.85.—\$.90.—\$.95.
Emergency Clerks	90.—95.—100.
Fare Box Day Clerks	75.—80.—85.
Fare Box Night "	85.—75.—80.

Farebox Repair Department

Men in charge	\$185.00
Assistant	110.00

Remarks

Hours of duty and other conditions to remain as at present.

We recommend further that the scale suggested above should be made to apply for the period of one year dating from July 1, 1920, to be renewed automatically for a period of another year by default of one or the other parties interested giving notice of its intention to put an end to it thirty days at least before the expiration

The Fifth Sunday Meeting Association of Canada**Its Only Aim Is The Welfare of The Masses.**

The people of a nation cannot advance beyond the men who make its laws, and the Fifth Sunday Meeting Association of Canada exists to see to it that the workers by hand and brain are directly represented in the law-making bodies of the Dominion; to find, train and elect the right men of our own class in order to secure the kind of legislation that will protect and advance the interests of the workers.

It will wage warfare on plutocracy, despotism, economic privileges, and upon all the evil forces which burden the people and rob them of that happiness of living which is their fundamental right.

It is a non-partisan educational and political association, and because of the manner in which it is organized can never become the instrument or plaything of a small group of any class, particularly of wealthy men. The aim is the attainment of true democracy.

WE PLEDGE OURSELVES:—

To support all municipal, provincial and federal educational plans where the evident purpose is to raise the standard of education in enlightened and progressive ways; to present truthfully and fearlessly through the medium of Fifth Sunday Meetings and our own press, the "Canadian Railroader", the latest and most important political, social and industrial developments;

To advocate the abolition of property qualifications for the franchise or for election to public office; the adoption of the Initiative, Referendum and Recall, and of proportional representation in all forms of public government; universal suffrage for both sexes, on the basis of one person, one vote; the transfer of taxes from improvements, and all products of labor, to land values, incomes and inheritances;

To advocate prison reform, including introduction of the honor and segregation systems, and abolition of contract labor; the enactment and rigid enforcement of child labor laws; pensions for mothers with dependent children; regulation of immigration to prevent lowering of industrial, political or social standards; development of the postal savings and parcel post systems; financial and other assistance to farmers through co-operative banks and by other means; government development of co-operative producing and trading associations for the benefit of the consumer;

To advocate extension of workmen's housing schemes and the labor bureau system; provision of technical education for every willing worker, according to his capacities; more effective inspection of buildings, factories, workshops and mines; minimum wages; a rest period of not less than a day and a half per week for every worker; government insurance of workers against sickness, injury and death; maternity benefits and old-age pensions; better Workmen's Compensation Acts; representation of the workers on all public boards and on boards for the supervision of private enterprises; union labor conditions in all government work; adequate pensions and opportunities for soldiers and their dependents;

To advocate freedom of speech and of the press, and a law compelling all newspapers and periodicals to publish in all issues a complete list of shareholders and bondholders.

"The Fifth Sunday Meeting Association of Canada" is financed entirely by its members who contribute \$2 a year in membership fees. If a local has been established in your city \$1 remains in the local treasury and the other dollar is sent by the local organization to our Dominion Headquarters, 60 Dandurand Building, Montreal, Que. In case no local has been established in your community, send the membership fee of \$2 directly to Dominion Headquarters.

The funds accumulating in the Dominion Headquarters are used for political and educational propaganda; the development of the organization; the preparation of pamphlets and leaflets and the financing of the various political campaigns where favorable opportunities develop, to elect our candidates. The treasurer is under bond and the books are audited by a firm of accountants.

An application blank will be found below. Merely fill out the application blank, buy a postal order for \$2 and send it to Dominion Headquarters. Your membership card will be forwarded by return mail. Join this great organization in the interests of education and clean politics. *Today is the day and this is the hour. Become a member now.*

APPLICATION FOR MEMBERSHIP

To the Secretary,

The Fifth Sunday Meeting Association of Canada,

General Headquarters, 316 LaGauchetiere Street West,
corner of Beaver Hall Hill, MONTREAL, Que.

I hereby make application for membership in "The Fifth Sunday Meeting Association of Canada." I subscribe and agree to pay, while a member, the yearly fee of \$2.00 in advance.

Name.....

Amount paid \$..... Address.....

Date..... City.....

Province.....

Make all cheques and money orders payable to "The Fifth Sunday Meeting Association of Canada."

Official membership card will be mailed from headquarters, with copy of platform, constitution and general rules.

Blooming Railway Stations

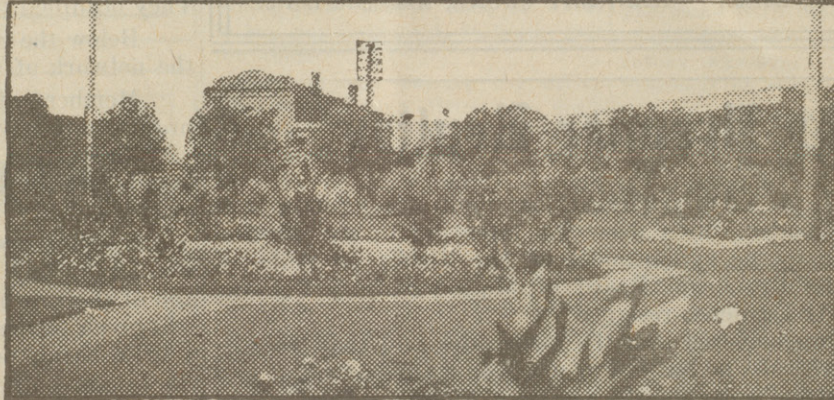


Superintendent's Office at
Outremont, P.Q.

Flowers are amongst the assets of the Canadian Pacific Railway. Flowers bloom in C.P.R. gardens at most of the principal stations from one end of the country to the other. There are flower knots outside the Algonquin Hotel at St. Andrews, on the Atlantic coast, and one of the most beautiful flower gardens in America blooms around the Empress Hotel in Victoria.

In the old days most of the pioneers were too busy opening up the untrodden ways to give much attention to the cultivation of flowers. Yet flower cultivation along the C.P.R. seems to have progressed with the commercial prosperity of the railway system itself, for it is now thirty-one years since one of the C.P.R. employees produced a few varieties of flower seeds in his own plot and distributed them amongst his friends at some of the stations—with the object of starting flower gardening along the line. The start was auspiciously made, and now the C.P.R. has a floral department with headquarters at Windsor Street Station, Montreal. Mr. B. M. Winnegar is the horticulturist and forester.

Every year thousands of packets of flower seeds, bulbs, trees, shrubs, grass seed, and large quantities of fertilisers are distributed free of charge to station agents, section foremen, caretakers of round houses and employees living on the property of the company. The seeds that will



Flower Beds at C. P. R. Station, Kenora, Ontario.

flower along the railway in the summer and autumn are sent out in March. Full particulars for cultivation are printed on each seed packet. Bulbs for spring flowering are sent out in the fall.

Seeds and plants of the best kind are always provided. Standard flower seed packets contain nasturtiums, alyssum, mignonette, sweet peas, phlox and kochia. Ferns and house plants are sent to large stations. An endless variety of perennials are distributed, and amongst the varieties of trees supplied are maple, birch, beech, poplar and catalpa. Shrubs include laurel leaf willow, sumac, berberries and weigella.

In all cases the cultivation of flower beds is done by the employees of the company, many of whom have become expert gardeners. On each

division of the C.P.R. prizes are given every year for the best display of flowers, and some of the products of gardens kept by the railway amateurs have won prizes at Canadian and United States floral exhibitions.

During the last thirty-one years the encouraging influence of the C.P.R. flower growers has materially assisted in the inauguration of floral societies all over the country. Many of the railway officials are members of these societies. Flowers have improved the appearance of the railway stations, and inspired by the beauty of the stations, residents of the towns have planted flowers that beautify their homes. A little flower flame along the C.P.R. has often thrown the spark that ignited a fire of flowers.

The Canadian Railroader

WEEKLY

The Official Organ of the Fifth Sunday Meeting
Association of Canada

Organized Sept. 1916

Incorporated under Dominion Letters Patent.

April, 1919.

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The Premier Replies

PREMIER L. A. TASCHEREAU has replied to a letter from the *Railroader* which drew his attention to an editorial referring to the appointment of Mr. Roussy de Salles as chairman of the Provincial Board of Motion Picture Censors, replacing Sheriff Lemieux, resigned.

It may be remembered that the *Railroader* said that, according to the *Gazette*, Mr. de Salles was not even a Quebecer, but had blown into Montreal some months ago from Alberta, where he had lived for ten years or more, and who was a French marquis. Who was he, what was his background, why did he get the job? It was contended that only men and women with established records of effort for public welfare had any right to be on such a board, controlling the main amusement, and one of the main inspirations, of the whole people; that they should be persons in whom the public could have confidence, or the board defeated the fundamental purpose of its existence. It was said that the appointment might be an excellent one, but that the citizens would want to judge for themselves.

Premier Taschereau, who had been written to in his capacity of attorney-general before he assumed the premiership (the Board of Censors being under the attorney-general's department), opens by saying that the desire of the Government is to improve the censorship of the moving pictures, and that is a good beginning, for it needs improvement. He goes on to say that Mr. Roussy de Salles has been living in this country for a number of years, as the *Railroader* has already said. He proceeds: "He is eminently qualified, owing to his education and experience, to fill the position; he is a British subject; the father of a large family; two of his sons served during the great war, one of whom was killed whilst fighting in the ranks of the Princess Pats."

The Premier says that Mr. de Salles is eminently qualified owing to his education and experience to fill the position. His education may be very good, but what is the nature of the experience that an unknown Albertan can bring to the Province of

Quebec in the matter of picture censorship, and that would be an improvement on local talent in that respect? Mr. de Salles is a British subject, but so are most of the inhabitants of Canada. He is the father of a large family. That certainly is an honor, and it is a recommendation, for as a father he will probably be careful of what the children of other fathers see in the pictures; but there are thousands of fathers of large families in the Province of Quebec. Two of his sons served in the war and one was killed; that, too, is an honor and a recommendation, but it, also, might be told of a large number of persons here.

The Premier concludes by saying that he thinks the result of Mr. de Salles' work should have been awaited before criticism was made. There has been no criticism of Mr. de Salles personally; only criticism of lack of information about his appointment. There is no doubt that he is an excellent type of man from what the Premier says, but it is not yet clear why he has been picked out of all the other thousands of excellent types of men for this particular job of censoring our pictures. Anyway, the proposition that anybody should appoint anybody to such a responsible post, without stated reasons, and that the citizens should await results before saying anything, is not a sound one. It is the argument that the old-style aldermen in Montreal used to give when they were found to be appointing tailors as milk inspectors.

K. C.

Balance Missing

FOURTEEN storeys from the street, on a slender girder of steel, Ole Peterson, structural iron worker, held his five-months-old son at noon on August 2, at New Orleans, while the Rev. William Reese performed a christening ceremony. Fifty members of Iron Workers' Union No. 58, were named godfathers. They occupied positions on nearby girders.

Below the christening party there were no floors and through the network of steel could be glimpsed the concrete basement.

Members of the union had suggested that it would be appropriate to have the child of a structural iron worker christened while his father was "on the job". The mother gave her consent, details were arranged and the child formally came into possession of the name of Wood L. Peterson.

In all this circus business, with attendant risk for a baby who had no say in the matter (the others took the risk knowingly and of their own volition), one wonders how much serious thought was given to the christening and how much to the achievement of a little cheap notoriety. Pa Peterson, the Rev. Mr. Reese, and the members of Ironworkers' Union No. 58 got the notoriety; but they lost a sense of balance much more important to all of them than any balancing tricks on a girder.

K. C.

Why Women Go Wrong

SURVEYS recently made by the Ontario Department of Labor and the Social Service Council of Ontario reveal surprising figures of wages paid to women. The surveys covered twenty-three industrial centres, from Ottawa in the east to Windsor in the west. Here are some of the statements, which should be considered in conjunction with the fact that the cost of living is at least ten per cent higher in Ontario than in Quebec:—

That 25.3% of the women employees in the boot and shoe industry in these centres are obtaining under \$9.00 per week and 17.2% of these women obtain under \$8.00 per week; that 84.6% of the female employees in the biscuit and confectionery industry in the same centres obtain under \$12.00 per week; that 36.6% of the female employees of departmental stores obtain under \$10.00 per week and 70.5% obtain under \$12.00 per week; 54.6% in the woollen goods obtain under \$10.00 per week.

Then we wonder why women go wrong!

K. C.

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PRETTY SOFT!

(Dearborn Independent)

Nearly every man you meet will give you the impression that he thinks the other man has an easier job. "Pretty soft for him" is a phrase which ought to be outlawed from every respectable vocabulary. If admitted at all, it should always be under the most careful scrutiny. The danger of it, as a germ of personal discontent and distress, is that the man who uses it about another rarely hears it used concerning himself. Yet, there is not a man in the world, or a class of men, of whom it has not been said, "Pretty soft for them!"

The shopmen passing the office window see a man sitting at a desk, apparently doing nothing. They are going home at 4.30. He will be at his desk until six—maybe he will come back in the evening. The men walking out of the shops say—"Pretty soft for him." And the man at the desk may say, "Pretty soft for them." No doubt both parties could make out a pretty good case before any jury. The men in the shop have left their work in the shop—"Pretty soft for them!" They have nothing whatever to do with their job until they get back into the shop next day—"Pretty soft for them!" If they break a machine, they are not required to carry it home with them in the evening and fix it—"Pretty soft for them!" They have nothing whatever to do with making the business meet between the cost of material and labor, the difficulty of shipments, and all the rest; all they have to do is to do their day's work and draw their pay—"Pretty soft for them!"

The man in the office hasn't any hours, if he is a responsible man, but that is no occasion to sing "pretty soft for him!" because as a usual thing his hours are too numerous for any schedule. If his work breaks down, he takes it home with him to fix it. He may think he is leaving it in his desk, but it is in his head—that is his "shop", by the way—and on his pillow. His work is not done in a day because it isn't a

day's work; the next day and the next month, with their preparations are always crowding into today, joggling yesterday and last month who have also come for their reparations. "Pretty soft for him!"

The truth is that everybody who is connected with a serviceable business is carrying about all the work a man ought to carry, and some are necessarily carrying more. The white collar merely indicates the surroundings in which a man works, not the degree to which he works. The same with blue jeans.

And monotony—you will find monotony wherever you go. Ask the President of the United States: he will tell you something about the monotony of his job. Ask the doctor: he will tell you that his life is pretty much a round of the same old colds, the same old fevers, people being born and people dying in the same old way. There is a great deal of monotony in every profession, which means, every job. The teacher's job is most monotonous. The writer just does the same thing over and over again, with the same motion of the wrist, using the same set of muscles, as a man on a small job in the shop might do. Life is pretty much the same thing all the time, so far as the material plane goes, and if there is no variety and life in the higher plane, then it is monotonous indeed.

Monotony really means monotone. It is life that makes the tone. It is ourselves that control the tones of life. Lives lived in a monotone indicate monotonous souls. It is inside a man that monotony has to be broken up—inside the man! Outside everything is always the same: the same old heart-beat-beat-beat; the same old breathing; the same old rotation of the earth, the same old light and darkness. Outside a man, everything goes on with a perfect sameness. If there is to be variety, color and life, it must be inside. "A man's life consisteth not in the abundance of the things which he possesseth," but in that which he is.

Our OTTAWA LETTER

Lessons From The Provincial Elections in Nova Scotia.

(From Our Own Correspondent)

THE provincial elections held in Nova Scotia on July 27th have provided further evidence of the depth to which dissatisfaction with the two historic parties has gone. Nova Scotia has long been notorious for the fierce partisanship of its politics. It would be unfair to ascribe their agelong feature to the fact that a large proportion of the inhabitants of Nova Scotia are of Highland Scotch descent, but it is nevertheless true that heretofore politics have usually partaken of the nature of a Highland clan feud. If a man was born a Tory he died a Tory and vice versa, and anyone who changed his politics was looked upon as a rascal or an eccentric.

The experiment of Union Government found little favor there. A few Liberals followed Messrs. Fielding and Maclean, but the main body of the party stayed with Sir Wilfrid, and but for the skilful manipulation of the soldier vote and the restriction of the female franchise he would have easily carried more than half the seats. What Liberal-Unionism did exist disappeared as soon as the war ended, and Mr. E. K. Spinney, the new Minister, is one of the meagre band of Liberals who have not rejoined their original party. The old partisan strife showed every sign of being resumed with its proper ferocity in Nova Scotia.

If any province seemed to offer unpromising field for independent political action, it was this province. For some years the Labor party has been gathering together, building up an organization and small papers and occasionally nominating in the Cape Breton area a candidate

for Parliament who was usually well beaten. It is less than a year ago before any signs of an independent Farmers' movement were visible and no real political organization was attempted till this spring.

When the election came round the farmers had built up a loose organization in some half dozen counties and Labor was ready to enter the fray in Halifax and the industrial areas. In two or three counties a working alliance between the two groups was arrived at. But even their united forces were not calculated to threaten seriously the supremacy of the old parties, and it came as a deadly surprise when the result of the polls showed that seven Farmers and six Laborists, almost one third of the Legislature, had been elected.

The Liberal party loses a few seats, but may be said to have held its ground though its profited by three cornered contests. On the other hand, the Tory party is practically annihilated, and has only managed to return two lonely members, neither of whom have any particular capacity.

As far as provincial politics are concerned the Tory party of Nova Scotia, which gave Canada two statesmen of the first rank in Sir Charles Tupper and Sir John Thompson, has practically ceased to exist. The Tory poll was alarmingly low in more than one riding. Particular interest was taken in the result in Colchester, where Mr. F. B. McCurdy, the new Minister of Public Works, is shortly due to fight a by-election. Knowing its long Tory traditions, the Murray Government did not put up candidates, but left the

GOOD TO THE LAST PUFF

BIG BEN-BEY

Smoked from Coast to Coast

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contest to Tory and Farmer candidates. The latter triumphed by a comfortable majority and if they look after their registration and perfect their organization, there is no reason why their success should not be repeated at the by-election. The contest there will be keener, as Mr. McCurdy is an experienced campaigner, and all the resources of the Government will be placed at his disposal.

Mr. G. H. Murray doubtless feels great satisfaction at the result and he has the honor of having been Premier for 24 years, a longer period than any living British Minister. He can scarcely be described as a wild progressive, but he is sane and cautious, and, what is more important, thoroughly honest, and the people of the province have evidently complete confidence in his integrity. But he retained his hold solely on the issue of his administration.

One regrettable incident of the election was the defeat of Col. J. L. Ralston, D.S.O., in Cumberland, caused by a local issue which alienated the Liberal farmers. Col. Ralston came back with a splendid war record and is one of the few promising figures that the Liberal party has thrown up in recent years. It had been rumored that he would probably succeed Mr. Murray as Premier, for the latter is anxious to retire, and he certainly deserves a place in the Government. His defeat interrupts a very hopeful career, but he is too valuable a man to be allowed by his party to remain without a seat.

Mr. Meighen can derive anything but comfort from these and the Manitoba results. He must know that the National Liberal and Conservative party has the scantiest of strength in all provinces save Ontario and B.C., and in neither of these is its foothold secure. In 1917 exultant Tories were inclined to laud Sir Robert Borden to the skies for his Machiavellian skill in compassing the destruction of the Liberal party for good and all. Now they are cursing him with great vigor for the fell truth has at least

dawned upon them that he has wrought infinitely greater havoc with the Tory than with the Liberal party. The latter still holds in the province of Quebec the allegiance of a solid block of voters far exceeding in numbers any compact body of partisans that their opponent can command.

From the point of view of those interested in the fate of the old historic parties, the upset of equilibrium which Sir Robert Borden brought about in 1917 was a fatal step. Both historic parties contained large numbers of people who were dissatisfied with their policies and management, but did not secede simply because they saw no more attractive alternative in sight. The election of 1917 shattered the Liberal party, at least west of the Ottawa River, into fragments, and it was speedily realized that its hopes of recuperation were dim.

But the progressive elements in the country now felt that the time and need had come for setting up a more sincere and effective political organization than the Liberal party had been able to offer for many years. So a Farmers' political party came into being in the rural districts and in the towns and cities the Labor party became a vital force.

While these movements in the main originated mainly with men who wanted reforms, but had no desire to rebuild the old Liberal party which had failed them so often, their advent was welcomed by thousands of Tories, who, though they were disgusted with their own party, had a traditional dislike of Liberalism. These progressive Tories were quite prepared to join new groups, which were free from the control of the old Liberal chieftains and immune from the torpid atmosphere which had enveloped the councils of Liberalism since 1904.

So there began a steady migration from the Tory camp to the Farmer and Labor parties, and it apparently had reached greater dimensions than any one dreamt of. In fact the Tories are destined to be the chief sufferers as their main

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strength lies in the regions which are most deeply infected by the new spirit. The Orange order, for instance, is losing rapidly its political potency in the province of Ontario. Farmers can rarely give much time to more than one club or organization, and they are now giving their affections to the U.F.O. clubs rather than to the Orange lodges. Mr. Horatio Hoeken could with some pathos quote to Sir Robert Borden the famous words of the Roman emperor "Varus, Varus, give me back my legions!"

Anything may happen in these strange times, but at the present the drift of present sentiment is swinging steadily to the new groups. In Cape Breton, where such partisan patriots as Mr. D. D. Mackenzie and Mr. R. H. Butts have long held sway, the Labor candidates actually polled more votes than the Tory and Liberal nominees combined. Such a result is the fruit of a new consciousness of solidarity. The worker is voting as a trade unionist far more than he ever did. He is carrying into politics his trade union psychology and in all industrial constituencies this will henceforth be a political factor of profound significance. Similarly the farmers developed a class consciousness which is inducing them to abandon their oldtime habit of cancelling one another's votes by distributing them between Grit and Tory candidates, and as they number 47 per cent of the electorate of the country, their solidarity, if developed to completion, alters the whole political balance of power.

Again there is the ordinary swing of the pendulum. There is gradually developing among the intelligent classes of Canada a sound political instinct, long a tradition in Britain, that governments can be too strong and the adequate representation of minorities is one of the conditions of real parliamentary government and orderly progress. This is the evolutionary instinct as opposed to the revolutionary, and in our pre-

sent political circumstances it is ranged on the side of Labor and Farmer candidates.

But apart from all these factors, another must be taken into account. In the cities and villages there is a large element of people who are neither farmers nor trade unionists but who have felt the economic pressure of high prices, who feel that the results of the sacrifices of their sons and brothers as revealed in the peace and its aftermath have been terribly disappointing, and who have grievances in regard to pensions, housing, profiteering and a thousand and one other things. The respectable "middle class" in Canada has always been very large. It has lived either upon modest salaries or moderate profits of small businesses, and most of these remain at much the same figure nominally as before the war. But in many cases their real value has been cut in half by the decline in purchasing power of the dollar, and they find themselves often not nearly so well off as the skilled artisan because they have what as popularly known as "appearances" to keep up. So this class in large numbers is turning in despair and disgust to the new parties and throwing its far from negligible influence in their favor.

Mr. Meighen has gone west to address a non-political gathering to the electors of Portage-La-Prairie, who have sunk all party differences to do honor to their illustrious member. Under the circumstances he is certain to avoid all controversial topics and confine himself to pleasant generalities and modest tremors about his own unworthiness for the weighty duties that have fallen to his lot. Portage will be immensely proud of possessing the Premier as its member and his chances of being once more returned, which six months ago were very doubtful, are now greatly increased. The town of Portage will be certain to give him a loyal majority but there is in the constituency a powerful Grain Grower vote, and at the end where it comes up to the boundary of the City of Winnipeg, there is a Labor vote of consider-

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able volume which cherishes bitter memories of Mr. Meighen's attitude during the Winnipeg strike.

Once before the Portage-La-Prairie district helped to make history. It is one of the oldest settlements in the province of Manitoba, and long before the Dominion came into existence and purchased the North West Territories from the Hudson Bay Company, pioneers had straggled themselves out along the Assinaboine River. What is now the province of Manitoba was then called Assinaboia, and was governed by a legislative council which was largely controlled by the Hudson Bay Company. Some proceedings of the Council caused great dissatisfaction in the Portage district, and the settlers there banded themselves together under a self-appointed leader called Thomas Spence, and decided to secede and form an independent republic.

They had very hazy ideas about constitutional law, and while they were bent on forming a republic, they were loud in their protestations that they would not sever their allegiance to the British Crown. Their bold doings were duly communicated to the Colonial Office, which at the same date was presided over by an august nobleman called the Duke of Buckingham and Chandos.

This statesman was deeply grieved and horrified at the rebellious spirit of the Portagians and promptly addressed them a letter of stern and solemn remonstrance. He took their performance with extreme seriousness and warned Mr. Spence and his friends that no matter how much they professed their loyalty to the Crown if they broke any British laws in the course of establishing their new republic they would be severely dealt with.

This cooled the ardor of the Republicans and other difficulties had arisen in their path. Spence, too, had lost his influence, and the whole project ended in an ignominious collapse. The incident had many amusing features, and there are still living in the Portage district old

people who remember the famous rebellion. Spence survived many years and died a most respectable citizen.

So, Mr. Meighen can claim that he represents a community with a real history. It is probable that he will first sound the loud timbrel on his political views at a grand old Tory picnic at Belleville about the middle of August.

J. A. Stevenson.

LOEW'S THEATRES

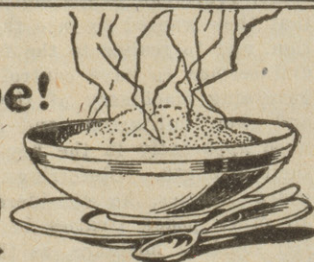
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THE COMMON CASE OF POOR LO

When Lo, the Poor Indian, suddenly found
 His blanket too short at one end
 He sat down to think in a manner profound
 Of a way the said shortage to mend.

He studied and fretted around quite a while,
 Till of wrinkles he had quite a crop;
 But at last he arose with a triumphant smile
 And whacked a piece off the top.

Then with a sly nod of his crafty old head
 He grunted and said, "Now me gottum;
 Poor Lo go and gittum a needle and thread
 And sew that piece on to the bottom!"

We laugh at poor Lo in our cynical way,
 Yet I dare say he reasoned as well
 As those who expect frequent raises in pay
 To keep up with the H. C. of L.

—Indianapolis Star.

Work of Labor Peace Societies

Political Workers It Is Said Will
 Never Again Believe That a
 Whole Nation Is an Enemy.

Glasgow, Scotland. — The Fourteenth National Peace Congress was held in Glasgow recently. The Congress held its initial session at Manchester in 1904, and since that time it has met annually, although only once in Scotland, namely in Edinburgh, in 1911. The meetings were held this year in the Trades House, under the chairmanship of Charles P. Trevelyan, who is chairman of the National Peace Council, and the chief objects under discussion were the economic consequences of the treaties and new sources of war.

Baillie Wheatley, in offering a welcome to the various delegates, said that Glasgow had amongst its founders, men who had the idea that it would flourish by the preaching of the "Word." In modern Glasgow they had to depend for prosperity on the building of battle-ships, the making of guns, the manufacture of shells, and the marching of men, and now that the world was more inclined to listen to their ideas than it was six years ago, he hoped they would help to restore to the people of Glasgow, something more in harmony with the ideals and views of its founders.

Hey-Day of Reaction

Mr. Trevelyan, in his address said that they wanted to face the situation, and to realize to the full how evil seemed to have control of the governing machinery of the world, and how militarism and reaction were apparently in the hey-day of their strength. Referring to the peace treaties, he considered that all other peace treaties in history fell short in mistakes, as they fell short in verbosity, of those portentous documents. He did not ask that they should abandon the hope which a real League of Nations could bring, but disappointment was a mild term for their feeling toward the League of Nations established by the Peace Treaty.

The speaker pointed to various happening of which the League had taken no cognizance. His own belief was that a war like that of

1914 was impossible again. They would never again be able to delude the political workers into believing that a whole nation of Germans, French or Russians, or whatever they might be, was an enemy. The outbreak of a great national war in the future would inevitably also mean the outbreak of a clear, decisive international civil disruption as well.

Solvent of Nationalism.

The common consciousness of the great mass of the common people, Mr. Trevelyan said, was the most powerful solvent of nationalism, the most valuable force for international brotherhood, and, properly directed, it was the real motive power for peace in the future. That was why the relation of the peace societies to the Labor movement was vitally important—they had got to be practical people.

W. E. Arnold Forster opened a discussion on the economic consequences of the treaties. In asking if they were practicable, he pointed out how the great supports of Germany had been injured, and how impossible it was for Germany to meet the obligations put on her. They had to get a cycle of production in Germany, and that could not be started by goodwill but by the finding of money in this country and the United States. If they kept Germany in its present state, they could not hope to maintain permanent prosperity in this country, or, indeed, in any other.

Peace Treaty Condemned.

Referring to the future of the blockade, Mr. Forster said that the great pacifist movements should concentrate upon the blockade at the right point. They should go to the root of the whole matter and strike out war. The League of Nations should be made properly amenable to democratic control.

At a later session of the Congress J. R. Hudson, the Labor candidate for Skipton, speaking on new sources of war, said that he considered the greatest channel of war was the Peace Treaty, and the method by which the treaty was secured. In his view, the Peace Treaty, taken in conjunction with President Wilson's 14 points, was nothing but an announcement on the part of brute force that it and it alone counted in the world's affairs. Until they made the treaty correspond in reality with the terms as promised, there was no hope for international law or a League of Nations. New sources of war were private profits in coal, iron and oil.

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International Labor Office To Enquire Into Relation Of Production To Wages And Hours

The governing body of the International Labor Office at its meeting in Genoa decided to undertake an enquiry into the question of the relation of production to the conditions, hours and wages of labor.

This subject is of great importance and interest owing to the rapid and manifold changes which have taken place in labor conditions during and since the war; and the further demands which are being put forward by the organized workers. There is a general impression abroad that shorter hours and higher wages are bound to bring about a considerable reduction in output, but so far no reliable and authoritative information on the subject has been made available.

Among the factors of the problem are the dislocation of transport and the shortage of raw materials caused by the war, and to these factors special attention will be paid.

Another aspect of the problem is the system under which workmen are paid. There is undoubtedly in Great Britain a strong movement against the continuance or introduction of piece work and bonus systems, notably in the engineering industry. On the other hand, it has been demonstrated that where attempts have been made to interest the workers in this industry in increased production by paying a definite increased wage for extra production above an agreed standard, as, for instance, in the "Priestman System," satisfactory results have been obtained.

The enquiry to be instituted by the International Labor Office which, it should be noted, will be conducted with the approval and co-operation of the representatives of both employers and workers, will it is hoped indicate to what degree the law of the "economy of high wages" is valid and in which industries it is operating.

This subject was first introduced by the Italian delegation at the time of the Peace Conference, when the question was laid before the Labor

Commission. No action was, however, taken at that time. When the governing body of the International Labor Office met at London early in March of this year, Baron Mayor des Planches, of Italy, brought the matter to the attention of that body.

President Tom Moore, of the Canadian Trades and Labor Congress, shortly after his return from Europe, where he attended the sessions of the governing body of the International Labor Office, stated that the progress being made by Italy in so far as social and labor legislation was concerned was remarkable and almost unbelievable.

At the London meeting of the International Labor Office, Baron Mayor des Planches, who is one of the old aristocrats and at one time was the Italian ambassador at Washington, and who represented the Italian Government at the Peace Conference, the International Labor Conference, and is one of the Italian Government representatives on the governing body of the International Labor Office, read a paper on the "Democratization of the Management of Industrial Enterprises," from which was taken the following extracts:

"The problem which at this moment is most keenly agitating the working masses in countries which are the most advanced in social conditions is that of 'democratization of the management of industrial enterprises.' The growing diffusion of education and the daily increasing share which the working classes are taking in the movement of ideals and in practical social affairs have awakened in the modern worker the realization of his own individuality and of his personal value as a producer.

"This proposal may, at first sight, perhaps seem revolutionary. We do not think that it is so in reality. It is obviously to the manufacturer's interest to make of his employees, who are his fellow-workers, to some extent his associates and to unite to some degree their interest with

his. Where others perceive danger, we see but advantages.

"Moreover, it is clear that the psychological tendency of the modern worker allows him no longer to remain content with limitation of his hours of work, and insurance against unemployment, accidents and sickness. He is not asking for helps, subsidies or concessions. What he is asking for is an active and responsible share in the management of the enterprises in which he is one of the most important factors.

"In Great Britain the tendency referred to has already found concrete expression in the Shop-Stewards' movement and a partial application in the constitution of the Whitley Councils. In Germany it has already given rise to special legislation. In Italy it is inspiring the keenest discussion among trade union organizations and is creating

agitation among the workers. It is therefore full time to tackle the question resolutely and to find a solution to it which may satisfy the workers' demand, without disturbing industrial organization in which production should not in any way be diminished. If production were reduced, we might, as things are, find a reason for it in the present mentality of the working masses who may be tempted to withhold or to reduce their labor in industries in which a share of control is denied them. The workers' interest is proportional to their knowledge of their affairs. They take little or no interest in them when they are refused a share in their control.

"The problem is therefore a real one, and in a question of such gravity a problem once stated demands solution."

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OBJECT TO COMPANY ASSOCIATION PLAN

(Canadian Labor Press, Ottawa)

Some thirty men and women were this week discharged from one of the textile factories at Carleton Place. The workers claim that this was because they would not become members of an association of their employers' design.

A deputation, representing the men and women who were discharged, came to Ottawa on Tuesday and told the Canadian Labor Press their story. It seems that the semi-annual bonus was paid on Saturday, and only members of the firm's association benefited therein. When they journeyed to the office of their employer to ascertain what was the cause they were told that they were not members of the association, and if they didn't like the treatment they could get out. Some thirty of them did, and, as we have already stated, they sent a delegation to Ottawa to lay the matter before the Department of Labor.

The employers' scheme is a new one. The constitution makes interesting reading.

The worker must sign a membership card, in which he forfeits all right to associate himself with other workers for any purpose whatsoever. If he does he is liable to instant dismissal.

An individual contract must be signed with the employer which gives to the employer, through a business committee of the association, absolute authority as to wages, working conditions, etc. In lieu of wages the workers will receive music and other amusements, for which they will pay \$1 per month, and this will be deducted from their pay.

Six overseers and two ordinary workers constitute the personnel of the business committee. There is no mistaking what overseers means, for in the constitution the following appears: "For the purpose of determining, who shall be termed 'overseers' the company will hand to the association a list of names before the first organization meeting and thereafter before the annual

meeting each year. Only those whose names appear on this list shall be termed 'overseers'."

To this business committee is given almost unlimited powers. The association meets once a year in general meeting and during the interim the business committee, two-thirds of whom are hand-picked by the employer, carries on the business for the workers. The office staff and superintendent are not eligible to become members of the association. As the proceedings of the association are secret, no member can discuss the general working conditions with the manager or superintendent but must give this right to the business committee. Any infringement of this rule means immediate dismissal.

The books of the treasurer shall be audited by the company's ordinary auditor.

Members have no responsibility, only pay dues, which are deducted from their pay regularly.

At all meetings the chairman, who is an "overseer", is the sole judge and the business committee which comprises two-thirds employer's representatives, can expel any member for refusing to obey the autocratic mandates of the chairman.

Once a worker becomes a member of this association, he signs away all rights except those permitted by the business committee.

As we have stated above some 30 Canadian men and women, many of whom saw service overseas, refused to subscribe to the above conditions and were deprived of semi-annual bonus — which is not wages — and were told that they would get all benefits if they joined the association fostered by their employer. Being free men and women in a free country they refused to endorse their employers' "closed shop." Some of the men, who visited Ottawa, state that no one can enter the employ of the company unless he or she subscribes to the constitution of the association.

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WHERE JOURNALISTS BELONG

(KENNEDY CRONE in the *Canadian Journalist*.)

IN spite of some popular illusions to the contrary, and in spite of the fine airs of a few journalists, ninety per cent of the journalists of to-day are workers from the loins of workers. With comparatively few exceptions, all the leading journalists of the last century rose from humble estate, the sons and daughters of struggling blacksmiths, clerks, miners, school teachers, policemen, farmers, printers and other parents of like station.

An overwhelming majority of journalists, past and present, received only elementary education, or, at best, high school education. Most of them started to work when between twelve and sixteen years of age. Most of them understand from personal experience — all from constant professional contact — the trials and tribulations of the working classes.

That they from humble homes have raised their work to the status of a profession and that in the matter of general knowledge and skilled craftsmanship they take second place to no class in the community; that they have been the producers of the bulk of modern literature as well as "journalism" — Dickens, Kipling and Barrie would never have been fine novelists if they had not, first, been fine journalists — that they have had human sympathies and codes of ethics often broader and higher than those of the men who paid their wages, or of the governing or official classes; that there has been a camaraderie and esprit-de-corps amongst them that stood all weathers; that they have risen to take their place amongst others with greater privilege and opportunity, and have run, within the limitations imposed on them, and much more ably, honorably and faithfully than they were ever given credit for, the most powerful machine in existence for the propagation of either good or evil, the public press — that they have had such origin and done such things is a trib-

ute to the working classes, of which they are a product and of which they are still a living part.

Unionism of journalists is not, as some snobs would have it, in these days when the spirit of unionism is spreading through the editorial departments of the American Continent, a lapse from professional dignity and a degrading association of a "classy" and "exclusive" set with the "common herd". It is a call of kin to kin, a call of human brotherhood with the superficialities and the empty phrases brushed off, an added dignity, for it is a frank acknowledgement of workers who are the sons and daughters of workers that they are standing, where they belong, amongst the other workers who are the sons and daughters of workers.



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BISHOP QUAYLE IN ATTACK ON UNIONS

Lashes Head of A. F. of L. in Press
—Gompers Makes Reply

"I thank God there has risen up in defence of the principles upon which our great republic is founded, such men as Governor Coolidge or as the governor of Kansas who took energetic action to defeat the forces of organized labor when their activity threatened to work evil to the citizens he was sworn to protect."

This statement by Bishop William A. Quayle of the Methodist Episcopal church of Baltimore, Md., has been challenged by Samuel Gompers in the American Federationist for July, where the private correspondence between himself and the bishop is published. Mr. Gompers also asked an explanation of the bishop regarding a public declaration which was reported as follows:

"Who is Gompers anyway? Who gave him power to tell the people of the land what they could do, or what they must not do? Was his name ever on the ticket of any party, or did republican or democrat ever cast his ballot for him at the polls? Away with him, and such policies as he represents. They will, if continued in and advanced in their logical conclusion, banish political liberty from the land."

In his reply to Mr. Gompers' letter the bishop ignored his questions but put himself on record as being ignorant of the philosophy and purpose of the Labor movement.

Here are some of the choice bits from Bishop Quayle's letter and Mr. Gompers' answers to them.

Says the Bishop: "I believe in labor's right to organize as I believe in money's right to organize."

Says Mr. Gompers:

"Your misunderstanding of the labor movement had led you to make statements which are little short of amazing; as for example, your declaration that you 'believe in labor's right to organize as you believe in money's right to organize.' Unless I greatly misunderstand the meaning of words, your declaration places money and men on a plane of equal value and of equal rights. I had not thought that was contemplated by the doctrine of any of the churches."

Bishop Sticks Up for Rich

Writes the bishop:

"Autoocracy of the many is much more dangerous than the autoocracy of the one, for you can more readily deal with the one than the many. There is little menace in the rich for the reason that the poor of us so immensely outnumber the rich of us, that we can always vote the rich down and out."

Mr. Gompers replies:

"It is true, of course, that the right of suffrage in political affairs is a right equally open to every citizen of the United States, and

it is true that any idea which can gain the support of the majority of those who cast their votes can be made operative in our country. What your statement really amounts to, however, is a covering of the truth with a platitude. There is, of course, little menace in the rich as such. No one is much concerned about any menace from wealthy persons but when great aggregations of capital are employed in the conduct of industry, and when these great aggregations of capital are employed in accordance with a policy that is inimical to the welfare of the workers employed in that industry and to the welfare of the people in general there is a menace with which we are all too familiar, a menace which no platitude can conceal and no sophistry eradicate. I wonder if you care to deny this?"

Then the bishop writes:

"The American Federation of Labor has members who as commonly stated and known, are not citizens of the United States, and these same men not citizens of the United States, may freely call a citizen of the United States a scab and prevent him from having work and his family from having medical assistance or food."

"It is for these among the reasons, dear Mr. Gompers, that I cannot find myself in sympathy with the American Federation of Labor and if you can show me the reason why I should, I should be very glad to be shown, but if these matters stand as I have stated, and what I stated is how I have seen those things operated, then I nor any American citizen can righteously favor the Federation until it shall have recast itself in an American mould."

"Would you kindly state to me what number of the membership of the American Federation of Labor is alien membership and what number American citizens? And will you state to me in your kindness on what authorization as American citizens some of your membership can with the same voice demand a lower cost of living and a higher wage for themselves?"

To this Mr. Gompers says:

"The fact that there are men of alien birth, or men of alien citizenship, in the American labor movement is not a matter of significance in this connection. What is of importance to our country, is that these men of alien birth, thousands upon thousands of whom were brought to this country by employers who sought to lower the standards of living of American workmen, have come into the organized labor movement and found there the greatest agency for true Americanization that exists in our country."

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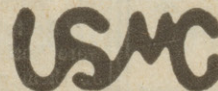
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No "Revolution" In Steel Strike

Interchurch Committee's Report Finds Absence of Extreme Radical Influence.—Methods and Aims Were Not Unique.

(Christian Science Monitor.)

Although it had been repeatedly charged that the steel strike was a product of Bolshevism, no steel company official of the many interviewed by the commission of inquiry of the Interchurch World Movement's department of industrial relations presented any evidence of Bolshevism, according to the commission's report. This quotes E. H. Gary, president of the United States Steel Corporation, as saying that the workmen who "followed the leadership of Fitzpatrick and Foster were Bolsheviki" and that the aims of the strike were "the closed shop, Soviets, and the forcible distribution of property." He is said to have agreed later, in reply to a question, "that Labor was getting too strong."

Concerning circulation of a pamphlet called "Syndicalism", by William Z. Foster, secretary-treasurer of the national committee for organizing iron and steel workers, the commission reports that no copy of this original "red book", as it was called, was found in the possession of any striker, as it had been out of print for several years, but a reprint, without the union label, was widely circulated by the steel company officials, and openly supplied to newspapers, preachers and investigators.

Charge and Counter Charge

"The book's relation to the strike,

therefore, was in no sense causative; it was injected as a means of breaking the strike," says the report. "Mr. Foster, however, was a causative factor in the strike. Attempts to raise the question, 'Was Mr. Foster really sincere in recanting syndicalism?' inevitably raised the other question, 'Was Mr. Gary really sincere in charging Bolshevism?'"

The report's conclusions, in reply, were: "That the control of the movement to organize the steel industry, vested in 24 American Federation of Labor trade unions, was such that Mr. Foster's acts were perforce in harmony with old-line unionism; that Mr. Foster 'harmoniously' combatted the natural tendency of sections of the rank and file toward industrial unionism; that a mass movement involving 300,000 workers and 23 national unions cannot be controlled to secret, opposite ends."

The organizing plan was the same and was directed by the same two men as was that of the stockyards employees in 1918, which was carried through to recognition of the unions without anyone calling it Bolshevism.

"The plan rejected the opportunity to organize along the line commonly called the One Big Union. From the standpoint of the Industrial Workers of the World and the other One Big Unions, no group ever had such an opportunity to establish the new kind of organization as did the national committee for organizing iron and steel workers. I. W. W.'s throughout the campaign spoke with contempt of the committee's plan of splitting up each batch of union recruits into 24 separate craft unions. Despite the fact that most professed industrial revolutionaries 'favor' all strikes, there is evidence as to their indifference or active opposition to this one.

Propaganda Methods

"As to literature: The official strike pronouncements and leaflets were confined to orthodox texts. Investigators saw one bunch of communist leaflets, but these had been confiscated by strike leaders who had thrown the distributor out of a hall into which he had worked his way.

"As to national organizers: There were Socialists among them, but most of them were old organization standard bearers of the American Federation of Labor. These American Federation of Labor veterans could not get over their surprise at being denounced as Bolsheviki.

"Local leaders, finding that organization by shops, departments and plants was often the most natural to their inexperienced fellow workers, followed that plan, even though it resulted in industrial unionism in miniature. Having no labor reputations to preserve against charge of Bolshevism, they used the boldest and most energetic strikers as assistants and they, readers of the only sort of Labor papers commonly circulating among unorganized workers, Socialist and I. W. W. papers, talked of 'sharing in industrial control'. No leaders of the strike were convicted of 'radicalism' in court, although hundreds were rounded up in 'radical raids'.

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Radicals Not Revolutionary

"Were there any radicals in the sense of rebels against their present way of life? The steel industry was full of them. They wanted big changes. But the changes were all related definitely to the right to organize, the 12-hour day, the 7-day week, the foremen's ways, the company's methods, or some other definite thing which they were tired of. It is possible that the workers throughout the whole steel industry might much more easily have been organized on a radical appeal. After the first three months of the strike, when the nerves of strikers and leaders were worn by the struggle, Mr. Foster was constantly complaining of fighting the 'radicals', meaning those who wanted to have a general strike called or the whole strike called off in order to be called again and again. But that kind of 'radical' still was concerned only with steel matters, not with social or political programmes.

No New Departures

"The upshot of the matter is this: The methods of organization used in the steel strike were old-fashioned and became ostentatiously so as the organizers recognized the radical possibilities of the strike and conscientiously believed that anything other than tried trade unionism would be bad for the steel workers in their newly-organized state. The cry of Bolshevism was not only a fraud on the public; it was a dangerous thing, because it advertised to the mass of immigrant steel workers, who went down to defeat under old flags and old slogans, an idea and untried methods under which they might be tempted

to make another battle. It roused in the minds of hundreds of thousands who know best that they were not Bolsheviki a distrust, which abides, and a suspicion of government agencies and of American public opinion which seemed to lend themselves to a campaign of misrepresentation.

"The evidence justifies the following observation of general significance: Not one new development of major importance was discovered in this strike. That is, in the light of industrial history there was nothing new in the strike which deserves to be called industrially new, or revolutionary. The steel strike had old-style methods and aims, it was attended by the usual futile governmental attempt to avert and futile senatorial effort to investigate. Altogether, analysis of all data seems to make it more profitable to consider the steel strike of 1919 in the light of 100 years' industrial history, than in the glare of baseless excitement over Bolshevism."

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PROBING THE PEST-HOLE

St. Lambert Town Council Again Asks Action Of Superior Board Of Health.

(KENNEDY CRONE.)

Things begin to move in connection with the case of the pest-hole near St. Lambert, the notorious St. Louis Avenue, where, in the absence of drainage, water supplies and other amenities, contagious and other diseases flourish so flourishingly that at certain seasons of the year the St. Lambert authorities station policemen at both ends of the street, to prevent the inhabitants entering St. Lambert and polluting the residents of that municipality.

Under date of July 27, Mr. James R. Beatty, Secretary-Treasurer of St. Lambert, writes to the Railroader as follows:—

"Your letter to the Mayor and Aldermen with copy of 'Canadian Railroader' containing report as published in 'Star' was submitted to Council.

"I was directed to acknowledge same, stating copy of the Baby Welfare Committee report giving conditions on St. Louis Avenue, has also been received with report of St. Lambert inspection. The latter has been referred to the Local Board of Health. As regards the former, this has been placed before the Superior Board of Health and also before the Mayor and Secretary-Treasurer of the Parish of St. Antoine de Longueuil, in whose jurisdiction St. Louis Avenue is situated. St. Lambert Town Council have several times approached the proprietors on St. Louis Avenue in regard to being annexed to St. Lambert and be supplied with water and drainage, without success.

"Only a very few are in favor; majority being content to live as they are at present. The Council have also brought to the notice of the Superior Board of Health on several occasions, the unsanitary conditions existing, but so far nothing has been done.

"The Council have also directed me to thank you kindly for the trouble taken in this matter."

The report of the St. Lambert inspection referred to relates to an enquiry made by the Baby Welfare Committee in St. Lambert itself about the same time that enquiry was made by the Committee into conditions on St. Louis Avenue. The result of the Committee's investigation of St. Louis Avenue has been published in the Railroader, and it is only with St. Louis Avenue that the Railroader is immediately concerned.

It is clear that the St. Lambert Town Council has done what it could in the matter of St. Louis Avenue, though apparently the same cannot be said for the authorities of the Parish of St. Antoine de Longueuil in whose jurisdiction St. Louis Avenue is situated, and most as-

surely cannot be said for the Superior Board of Health, the provincial body which is supreme in all matters of public health and has authority to compel compliance with its provisions.

According to the letter, St. Lambert Town Council has several times in the past brought the situation to the attention of the Superior Board of Health, but so far the Superior Board of Health has done nothing, and the Council again communicated with the Board. The Board has not yet replied to a letter on the question sent by the Railroader several weeks ago, but when the source of necessary action is finally closed in upon by the process of elimination, it can be taken for granted that action will be instituted or the public will know the reason why, this time. I have not yet been able to get into direct personal touch with Dr. Arthur Simard, Chairman of the Superior Board of Health, although I have telephoned his office four times, but a personal message has finally been left for him, I understand. I knew the office well when Dr. Beaudry was in charge and many a discussion of health affairs I had there with him and Dr. Elzéar Pelletier, both of whom seemed very earnest men, but it is years since I have been near the place.

In last week's issue I made passing reference to the talk I had with Mayor Gordon of St. Lambert.

The Mayor said in substance what is contained in the official letter from the Secretary-Treasurer of the town. He also explained that St. Louis Avenue was a street sandwiched between the municipalities of St. Lambert and Greenfield Park, that the residents would like to have water and drainage, but that some of them seemed to think they should have a gift of them at the expense of St. Lambert taxpayers, a proposition to which St. Lambert townfolk certainly would not agree.

The main trouble lay in the fact that the street was thickly populated, that the land was flat and partly flooded in the spring, and that the sewage and garbage of the place accumulated and rotted within the street itself. It was a shocking condition, but the municipality of St. Lambert had no means of control over it except by urging action on the part of the Superior Board of Health, which action had been urged on several occasions without success. Government departments were notoriously slow, and the Superior Board of Health was no exception.

At present, he said, the town had under consideration a proposition for changing the charter in a way that would permit of merging the municipalities of St. Lambert and Greenfield Park and annexing the notorious strip in between whether the residents liked it or not, but he did not know what might come of the whole question, as it would have to be submitted to the vote of the municipality. He was sure that most residents in St. Lambert wanted the menace removed for their own sakes and the sake of the people on St. Louis Avenue, some of whom were very decent citizens and would like to see things changed, but had been unable to get the majority of their fellow-residents on the street round to their opinion.

Many letters, phone calls and visitors in person have come to the Railroader office in connection with the affair, indicating a lively interest from one viewpoint or another, and in large measure strengthening the hand of the Railroader. The few opposition critics so far have based their opposition on the ground that St. Lambert is getting a lot of undesirable publicity, injurious to real estate and residential values, on account of the festering sore in its backyard, and for which it is not responsible. However, temporary undesirable publicity is of much less consequence than permanent contagious diseases. There is no permanent gain for St. Lambert in covering up the sore, even if that selfish and inhumane policy were allowed to prevail — it shall not be allowed to prevail — and St. Lambert has a good deal to gain by helping to see to its removal. "Boost—Don't Knock" (as one indignant St. Lambertite counsels us) is one of the most barbarian phrases ever invented for popular consumption. It should be remodelled to run: "Boost when the boast is good; knock like a steam hammer when it isn't."

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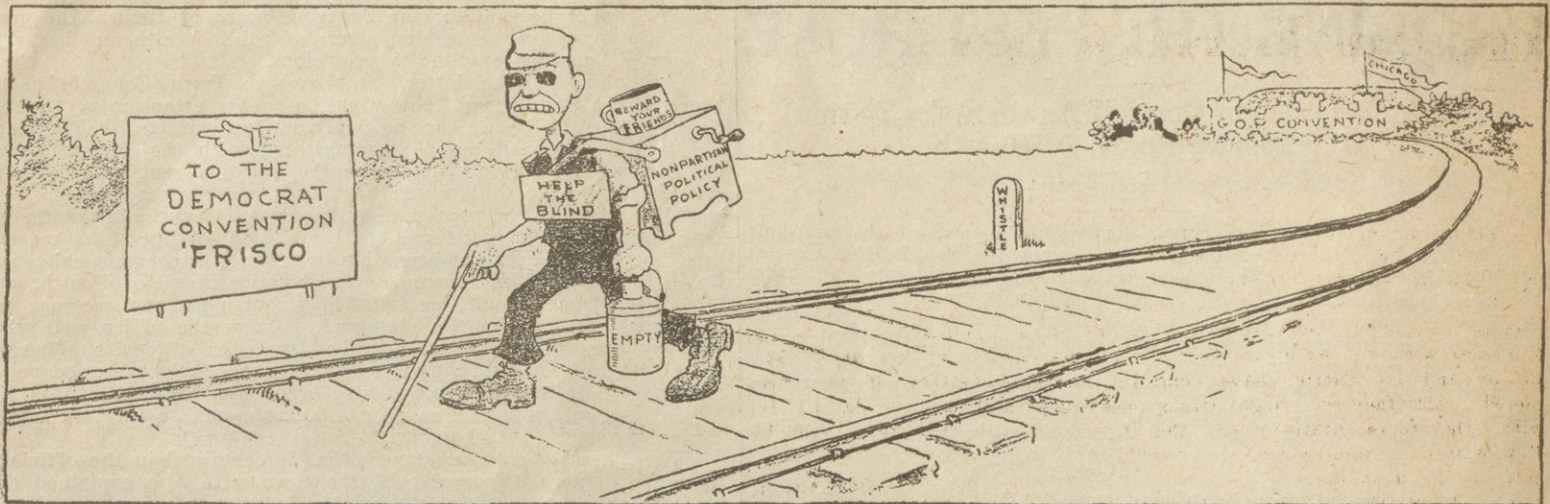
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Bank Clerks' Organizer

MR. JAMES GIBSON, Scottish correspondent of the Railroader, has been appointed permanent general organizer of the Scottish Bankers' Association, the trade union organization of bank employees whom we would group under the general title of bank clerks in this country, bankers to us meaning the directors and managers of banks. Mr. Gibson was, as recorded in the Railroader, urged to become temporary organizer of the bank workers during the recent crisis which the Association passed through, and his work impressed them so much that they have lifted him out of journalism into permanent work on their behalf. As Scotland is a fruitful recruiting ground for Canadian bank clerks, the Railroader suggests that Canadian unions should open communication with their Scottish comrades for mutual advantage, and will be pleased to help in furthering any co-operation between them.

K. C.

Greetings from London, England, were brought to the Railroader office this week by Mr. T. E. Naylor, Chairman of the London section of the Labor Party and an official high in the councils of organized printers. Mr. Naylor is travelling with the Empire Press Conference.

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Rumor Says Newswriters Union Is Dead -- But Read On

(KENNEDY CRONE)

A Presse, Le Canada, Le Matin, L'Autorité, Le Monde Ouvrier (Labor World), Le Stade and Le Pays; in other words, all the leading French newspapers of Montreal with the exception of Le Devoir and La Patrie; have completed satisfactory negotiations with the representatives of the Newswriters' Union acting on behalf of the members of the Union employed in the various offices. Harmonious relations have been established in each case between the publishers and the Union; the minimum wage of the journalists has been fixed at from \$36 to \$39 a week, and applies to all unionists having not less than two years professional experience.

This is a remarkable change from conditions in local journalism as they were before the formation of the Union fourteen months ago, when underpayment was notorious. It means in some cases an increase of one hundred per cent. over pre-Union rates, and in all other cases of men and women previously beneath the minima, an increase of from twenty to seventy per cent. Wages above the minima remain as they were, and it is worth relating that the Union negotiations were carried through by officers and members of committees who were practically all in receipt of wages higher than they were demanding on behalf of their less fortunate comrades.

Probably no more striking settlement has ever been reached in a friendly way in the history of local trade unionism.

Although the Union had made somewhat extensive preparations for any eventualities that might have arisen, and felt assured that it could bring the publishers to reason eventually, it succeeded in having its demands met at round-table

conference. A great deal of credit is due to Sir Lomer Gouin and Messrs. Eugène and Arthur Berthiaume at La Presse, Messrs. Lapointe and Rinfret at Le Canada, and Dr. Gaston Maillet at Le Matin, as representatives of the three most important French dailies, for the conciliatory attitude adopted by them.

No negotiations had been opened with Le Devoir, Mr. Bourassa being an established opponent of international trade unionism (the Newswriters' Union is chartered by the International Typographical Union), but what his journalists will think of international unionism is another matter.

In the case of La Patrie, where the journalists are ninety per cent. organized, attempts at negotiation have been proceeding for some time, but Messrs. Joseph and Eugène Tarte apparently want nothing to do with the Union, despite the fact that their paper is popularly supposed to be a friend of the workers. Two Union enthusiasts on the staff were discharged during the attempted negotiations. One has been reinstated through the efforts of the Union and its friends, and the Union has secured a better position for the other.

Hope is not yet lost that La Patrie will recede from its policy of opposition without compelling the Union to use the resources it has to bring it to a more reasonable frame of mind. Whatever La Patrie may think about it, the Union has no doubt whatever of its ultimate success in being able to secure that reasonable frame of mind. Probably, before going to extreme measures, the Union will ask the Federal Department of Labor for a Board of Conciliation.

No negotiations have as yet been opened with the English dailies, apart from sending registered letters with the Union's demands to Mr. C. F. Crandall, editor of the Star, and Mr. Alf. Leithead, President of the Herald, over two months ago. Neither Mr. Crandall nor Mr. Leithead acknowledged receipt of the letters, but Mr. Crandall established a minimum wage of \$35 in the Star, or \$1 less than the Union sought, the idea evidently being to come near to the Union's demands in the hope of offsetting having any truck with it. Small raises of wages were paid to Herald journalists, but the Herald still has the distinction of paying its journalists less than its printers.

The Gazette has not yet been negotiated with, and may not be, as practically all its journalists earning less than \$39 a week (which would be the Gazette's rating) are not members of the Union.

The Union negotiations were ably

SPECIAL privilege is the beginning of all privilege. All privileges were special once; then they were extended to all, and they ceased to become privilege. They ceased even to command appreciation. Not very many years ago privileges had to be merited; now they are an endowment given at birth. The privilege of being a freeman was won by effort, but now it is conferred whether the freedom can be borne or not. That is the wideness of our present liberty. "Special privilege" as the term is used today has nothing to do with Liberty. What we mean when we say "special privilege" is really improper privilege. Improper privileges are not to be extended, but abolished. When we recover from the delusion that our civilization consists in making and owning things, when we clear up the materialistic clutter of life, the value of "special privileges" even to those who hold them will cease.

Henry Ford.

conducted by and under the direction of Mr. Gustave Francq, President, and Mr. James Drury, representatives of the International Typographical Union, acting under special instructions from headquarters at Indianapolis.

Incidentally, the Railroader and the Labor World were the first papers in the city to formally agree to the Union's demands, a simple matter, as both were already operating under conditions even more acceptable to the Union than the Union sought.

BUILDING IN NEW ZEALAND

One hundred and eighty-three workmen and their families, and perhaps more, for the Auckland correspondent of Commerce Reports neglects to say how many families each house is intended to accommodate, will soon be moving into the new government-built homes in New Zealand, and more such dwellings will soon be under construction.

The Prime Minister of New Zealand is well pleased with what has been done already, under the law passed at the last session of the Legislature, to erect homes for workmen, built by the Dominion and sold at cost with the privilege of making the payments in monthly instalments. Private interests, facing the approximate estimate that it now costs more than £1000 to build a house such as would have cost £600 before the war, are finding it less worth while than the government to build houses, yet never before in the history of New Zealand, says the Prime Minister, have so many buildings been in process of construction.

More than that, this busy sawing

of wood and driving of nails seems to be but the beginning of the activity of pioneers in a "general move for the development, not only of the business and industrial centres of the Dominion, but for the smaller cities and towns, as well as the rural districts."

Five years ago whoever wished to build a house in New Zealand might buy Oregon pine at 14s. for the 100 feet; now he pays £2.18s. and this is typical of other building woods, to say nothing of nails and other incidentals, and the daily wages of the carpenter. With the whole world seeking a way out of its housing problem this satisfaction with which the Prime Minister views the progress of his government as a house-builder is an interesting item in the day's news.

—Bore—"Yes, I don't know how it is, but I feel thoroughly wound up to-night."

—Hostess—"How very strange! And yet you don't seem to go."
"London Tit-Bits."

—"Oh, doctor, tell me, quick!" moaned the fair patient, clasping her lap-dog and convulsively nibbling a thousand-dollar cheque: "How sick am I? Is it California, Florida, or Europe?" — "Seattle Post-Intelligencer."

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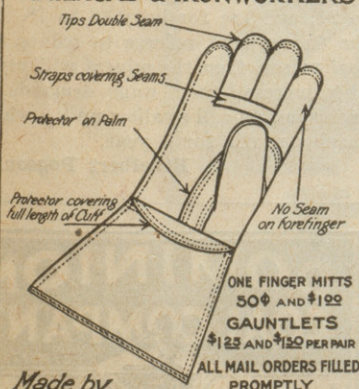
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Our London Letter

Railroaders' Delegates Accepted Wage Award.

(From our Own Correspondent)

LONDON, July 9th. **T**HIS week at their annual conference at Belfast, delegates of the National Union of Railwaymen have accepted the award of the Wages Board by a vote of 39 to 16. They have won less than they asked, but on the whole they are to be congratulated on substantial advances. Details of the award have appeared in a previous issue of the *Railroader*.

In recommending acceptance, J. H. Thomas, General Secretary, made a powerful appeal. "You may say," he said, "that if the Board was not prepared to grant our demands we could fight the issue by means of a strike, but weighing all the circumstances, I don't think that would have been wise."

"I think it would have been madness and I don't think your members would go with you."

"It is far better to face the hard fact that we were right up against the buffer. Could another copper have been obtained we would have obtained it."

"If you reject this award don't reject it with the idea that you will bluff any more out of it. If you re-

ject it, reject it with the full knowledge of the consequences, with the knowledge that the only alternative is for you to strike."

"Nothing in the Wages Board prevents you from exercising your power to strike. But don't deceive yourselves that you can reject it without that outcome."

"Even if this Congress rejects it I don't think they will be reflecting the overwhelming majority of the members of our organization who thoroughly realize the situation. I make no apology for my signature, nor for the fight put up in view of the whole of the circumstances and the state of the country."

There was a little spoken opposition, but there is no man in the union who can hold his own with Thomas in debate. He told the delegates that the last strike ended not a moment too soon. It was true that they could have had a revolution. He refused the offer of police and military because if it was a revolution that was wanted, then the workers could bring it about by means of the ballot box and avert bloodshed.

The gas dispute is settled. The

men asked \$2.50 a week advance and certain holiday concessions. They are to have 25c per day from May 1st and the holiday arrangements are to be as under:

Works employing more than ten workmen. Shift and other gas workers to be granted, upon completing twelve months service calculated from June 1st, a holiday of one normal working week at plain time rates, inclusive of war wage advances, such holiday to be taken consecutively, if desired, by the employee and at the convenience of the management.

Full holidays as above will be allowed to all men who have not lost a total of more than seven shifts for shift workers or six days for day workers during the year immediately preceding the holiday period, provided the time lost with leave, or by reason of sickness, shall not be included in calculation of lost time.

Six months consecutive service in any year will entitle an employee to three days' holiday; and service in excess of six months up to twelve months, one day for each additional two months of service.

Works employing two or less workmen. While recommending holidays as above, it shall be obligatory that the holidays should be on consecutive days.

Payment for work on Sundays to all workers at the rate of time and a half for 24 hours, except in cases where the Sunday shift forms part of a six shift week.

In the case of day workers, time and a quarter for the first two hours and time and a half afterwards, each day to stand by itself, subject to 47 hours having been worked that week, the exception being that time and a half be paid for the 24 hours on Sunday.

Where conditions are better than the above no change prejudicial to the workmen shall be made.

The terms affect about 100,000 workers.

This week the Miners' Federation of Great Britain is holding its annual conference at Leamington. I have spent the week with the delegates and can testify that the Miners' Federation is better organized and numerically stronger than ever. It has now over 900,000 members and is in a position to make force felt more than most trade union bodies in the country. Robert Smillie, back in the presidential chair, after months of absence through illness, gave us a rousing address which marked him once again as one of the big figures in British Labor.

Smillie said it was generally believed, after the evidence heard at the Royal Commission, that the miners had made out a sufficiently strong case for the nationalization of the mines. They had not secured this yet. It had been suggested that the agitation for the nationalization of mines was dead. "It is not dead", said Smillie, amid an outburst of lusty cheering. "The time will arrive sooner or later — and we hope in the not far distant future — when in the interests of the country the mines will have to be taken over by the nation."

Smillie was emphatic in pointing out

that no one had as good a right as the miners to say whether the mines should be taken over. The safety of these men's lives should be in their own hands. The miners had no desire to use their power to threaten the nation. People should not forget that the miners and their wives and children had emerged from a condition of absolute slavery not through any philanthropy of the mine owners. People had given their lives to do what had been accomplished. The mining industry was now 100 per cent organized, and they thought it was their duty to continue improving their conditions.

Smillie went on to say that after the Royal Commission they believed that something would be done to better housing and other conditions for the miners; but nothing had been done. There were empty mansions and houseless workers. The Government should have taken the building trade operatives into consultation and got to work on building houses by direct labor.

He condemned the Mines Bill, which proposes to divide the country into areas. This would mean that the rich districts could pay better wages than the poorer ones and the miners will never have that.

"We have fought against areas and will never go back to such a system," said Smillie. "We will only negotiate nationally."

The miners would never submit to such a scheme, for the Bill gave no control to those who with their lives had invested more than all the capitalist class. There were districts that could never carry on under such a scheme, and the Federation would not exist for two years under it.

He advised the conference to tell the Government that they would not accept the Bill in any form. The only way to make the scheme work would be to take out all the present clauses except the title.

Smillie told the conference that in making their decisions on whether they ask for a reduction in the cost of coal and a percentage advance with a flat rate, they must realize that they would be brought face to face with a serious crisis. But if they were satisfied that their claims were just, they must go forward prepared to meet that crisis.

The conference decided to demand the removal of the \$3.50 per ton recently placed on domestic coal and to ask for a new wage advance of 50c. per shift for adults, 25c for lads 18 to 21, and 18c for boys 16 to 18. If the Government refuses to reduce the coal prices, then the miners will probably increase their wage demands to such sums as will swallow up the whole surplus profit for a year.

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Scotland's Glamant Need : Opening up the Highlands

(From Our Own Correspondent.)

Glasgow, July 17th.

Those who know the Highlands, and more especially the Western Isles of Scotland, are aware that the lack of transport kills all ambition on the part of the crofters and cottars. They cannot get their produce to the markets in the south except at rates which are impossible, and in many districts there are no outlets at all.

"Life would be better in Siberia than in the Western Highlands," was the remark made to the Scottish Unemployment Council by a member of a deputation, who urged the needs of the inhabitants of the glens and storm swept isles.

The cry is "the regeneration of the Highlands," but some go further and demand the "repeopling of the Highlands." The reconstruction policy wanted to put the inhabitants on a par with other parts of Britain is imperative. Improved methods of transit, better housing, and small holdings are items on the programme. No longer does clan rancour reign. All classes from the laird—now a chief only in name—to the humblest crofter, wish to see the Highlands recovering once again their ancient pride and glory.

There is in the Highlands real wealth waiting to be developed. Forestry, fishing and minerals untapped wait to be developed, but before such can be done the methods of transit must be improved. Dr. Murray, M.P. for the Western Highlands, avers that since the armistice the inhabitants of

his constituency had been in danger of starvation, owing to the defective character of the steamer communications, and he stated that hundreds of fisher girls, who have gone to Scottish and English ports, have been huddled together on boats, and without shelter during storms, and that many of them in consequence suffered in health during the rest of their lives.

A Government subsidized service, it is hoped, would encourage commercial enterprise and develop new industries, and Lord Leverhulme, in taking this up, has recognized that its success depends on steamer communication with the markets.

What can be done at Lewis can be accomplished in other parts. There are rich fishing grounds, yielding herring, ling, cod, haddock, eels, lobsters and the coarser fish round the Ross of Mull and Iona, and there the small population would, it is claimed, be increased by the return of men migrated south or to sea, if the fishing was placed, by transport facilities and financial assistance for boats and gear, on a proper footing.

In any scheme of development the enormous water power of the Highlands cannot be overlooked, and in this there is ample scope for enterprise by putting such power to commercial usage.

Something done on these lines here indicated would have far-reaching effects on the unemployment problem all over Scotland which has now become so acute, and which is having an influence upon the unrest which is

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spreading among all classes of workers. From the quiet hamlets and clachans of the Highlands men, unable to find work, are flocking to the towns and cities only to find that they are swelling the ever-increasing numbers of unemployed. Why the land has not been opened up long ago for the workers is difficult to understand. It seems like delaying the time when this country will be "fit for heroes to live in". It is felt that the time is opportune for the Government to take action in this direction. If they do not do so very soon who will blame the men, tired out waiting for betterment; willing to work and worn out looking for it, with despair in their hearts, if they take action themselves and bring about the improvement so long desired, and waited for patiently.

James Gibson.

Police! — "Oh, Clarice, I'm so worried! You know you told me to put that piece of wedding-cake under my pillow and I'd dream of my future husband?"

"Yes, dear; didn't it work?"

"That's what worries me. I dreamed of the Seventy-first Regiment." — "American Legion Weekly."

Epitaph.

Here lies in peace
Sylvester Stew.
He learned to make
His own home brew.
— "The American Legion Weekly."

Revengeful Maud.—"Ferdie jilted Maud and married another girl, but Maud had her revenge."

"How?"
"She sent the bride a book to read on their honeymoon—Steven-son's 'Travels with a Donkey.'"
—"Boston Transcript."

Signs of Experience.—Bobbie —
"My father must have been up to all sorts of mischief when he was a boy."

Johnny—"Why?"
Bobbie—"Cos he knows 'xactly what questions to ask me when he wants to know what I've been doing." — "Cleveland News."

Reasonable Inquiry.—"What do you mean by an 'eight-day clock?'"
"One that will run eight days without winding."
"Huh, then how long would it run if you wound it?" — "Lexington Leader."

Different Sorts Of Friendship

GEORGE DANIELS, in the *Labor World*, Montreal.

Among other more or less unpleasant tasks which we set ourselves in the path of duty we read the leaders in the Montreal Gazette. This assertion is not made in any spirit of boastfulness, yet we feel it is only fair to ourselves to state that only those who actually do the thing really know what it means. For in addition to a prodigious amount of the profoundest kind of erudition, the effect of which at times is quite stunning, and much fulsome adulation of plutocrats which turns the stomach, resort is also had with disturbing frequency to a peculiar brand of cart-horse playfulness which appears to pass current for sarcasm, and which is decidedly trying. Yet if one will but persevere in the face of these formidable obstacles and is fortunate enough not to be overwhelmed by them (of which there is considerable danger) one is apt to stumble across revelations. We discovered one such the other day, to wit, that the Gazette was the friend of organized labor.

It came about in the fashion. A certain Tom Moore (a rascal of a very audacious type connected with the Trades and Labor Congress of Canada) had presumed to find some fault with the action of the Ontario Government in connection with the proposed purchase of Electric Railways by the Hydro-Electric Commission, and had expressed the opinion that Labor "did not intend to sit quietly by and allow the whole scheme to be either blocked or destroyed." For this he was accused by the Gazette of "butting in", and it was laid down by that redoubtable organ:—(1) that his (Mr. Moore's) assumption that organized labor was specially interested in the proposal was as unwarranted as his criticism was gratuitous; (2) that when in speaking of organized labor he used the term "we" he really meant himself only, and that his use of said term was not inconsistent with his general demeanor; and (3) that what the Drury Government proposed to do was very wise and business-like if Mr. Moore were only capable of seeing it.

To this blast Mr. Moore retorted with considerable point that the Gazette's unfriendly attitude toward organized labor was already quite well known, and that this was merely another illustration of it. The Gazette returned to the attack (in the ponderous manner already alluded to) by stating that such a charge was "original", and then went on to speak of "Mr. Moore's inaccurate statement as to the attitude of this paper toward organized labor". From this one can only conclude that the impression intended to be conveyed was that the Gazette was and is friendly to organized labor. Whatever merits there may or may not have been in Mr. Moore's criticism of the Ontario Government and its proposals he has at least rendered Labor the signal service of having discovered for it a new friend.

Now there are friends and friends, and it is clear that to appreciate to the proper extent exactly what it means to be befriended of the Montreal Gazette Labor must contrive to classify the friendship in some way. There is the friendship of the surgeon and the dentist who torture our physical frames for their supposed benefit, and the friendship of the Pastor who torments us morally for the problematical good of our immortal souls. There is also the friendship of the tax collector and the insurance agent, of the undertaker, the Parliamentary candidate, and the man who suspects that you are possessed of means. There is likewise a thing called genuine friendship of which little is heard. The question is in which of these classes is organized labor to place the friendship of the Montreal Gazette?

The problem interested us, and we determined (rather rashly) to attempt its solution. With this laudable end in view we undertook the heroic task of wading through back issues of the Gazette in search of evidences of friendship for the man who has had the hardihood to ally himself with a trade union and who has presumed to consider the labor of his head and hands a thing that should not be bought and sold by Interests. We found the following:—

(1) An article from the pen of one P. A. O'Farrell written about a year ago which was bubbling over with friendship and goodwill to organized labor in particular and the Canadian Working Man in general to such an extent that it proposed to bring into this country 100,000 Orientals to solve a certain labor problem connected with the B. C. Fisheries.

(Continued on next page)

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MONTREAL PETERBORO WINNIPEG
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We dealt with this proposal at some length in these columns at the time and do not need to enlarge on it now except to point out that as an evidence of friendship it is rather lacking in warmth. How the importation of Orientals is going to benefit any Canadian working man we do not quite see. Such a proposal strikes us as being of the most dangerous and disquieting kind. Yet there it is — and the Gazette is friendly. However, friendship is known to be a peculiar thing and is frequently found manifesting itself in subtle ways. It occasionally affects disguises that are seemingly abhorrent. We searched further and came across:—

(2) In the issue of Thursday, July 15th, a leader on the Coal dispute in Nova Scotia which contained this significant utterance:

"The mines of Nova Scotia must be operated; the interests of the country demand it. If there is not sufficient labor at hand because of the refusal of union miners to work with non-union men, then the Government must see that sufficient labor is made available, if necessary, by temporary relaxation of the Immigration Laws."

This also is subtle. For whose admission are the Immigration Laws to be relaxed? Is this the Oriental threat again or is it the illiterate Russian the Gazette has in mind? At any rate it is something in the way of cheap labor. Cheap labor means poor living conditions. Such things are of the past. It is really "friendship" that suggests their re-establishment in this country? Perhaps. But the disguise is almost perfect.

The foregoing discouraged us. The case for friendship seemed rather hard to establish. "Well," we thought, "let us turn to the questions of old age and unemployment. Surely there if anywhere we will find good-will. Whatever may be the faults and failings of the workman and however great the defects of his system of organizing unions, if the Gazette has any friendship for him at all it will undoubtedly be shown in their suggestions for dealing with him when he is old or out of employment." We found:—

(3) In their report of the findings of the Mathers Commission on Industrial Conditions in Canada particulars of a minority report drawn up by Senator Smeaton White of the Gazette and one other in which it is stated:

"If a system of old-age pensions or unemployment insurance were established it might seriously affect the ambition of the worker when he had the full employment of his mental and physical capacity." This minority report was of course endorsed editorially by the Gazette.

This again may be friendship but it is likewise of the deceptive variety. One wonders if Mr. Smeaton White carries any endowment insurance and if he finds that it interferes with HIS ambition, or whether he would feel easier in his mind with the knowledge that all income would automatically cease if he were to find himself unemployed. We should think that the idea that his old age was secure would tend to increase any man's ambition. It would certainly increase his self-respect. But the ambition of a workingman is apparently in a class by itself. It is a plant of tender growth.

We were not encouraged to search further. The problem beat us. But still — it may really be friendship after all. As a wise man has said "You never can tell". Appearances are all against it. It might at times even be mistaken for downright enmity. But remembering the dentist and the insurance agent one can only conclude that one never knows.

George W. E. Daniels.

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